

STUDENT NURSING ASSOCIATE (SNA) APPRENTICESHIP PROGRAMME

INFORMATION AND FREQUENTLY ASKED QUESTIONS

*The NMC use the term 'student nursing associate' / 'nursing associate students, SNA. The reason for this is to ensure that the public are in no doubt about who is who when receiving care from someone. When they receive care from a Student Nursing Associate or that the Student Nursing Associate has participated in their care, they know that this person is a student nursing associate on an NMC-approved programme that leads to registration as a nursing associate. The NMC also say that the term "Nursing Associates" is a title protected by law. At this point in time OFSTED require Student nursing associates to have the term "Apprentice" in the title too, to ensure that there is recognition that these students are apprentices. The term TNA was the initial term that was used when HEE (now NHSE) commenced the role of Trainee Nursing Associates.

Currently there has not been a "Formal Launch" of any change in title as the NMC state this is the title they have always advised.

NB, HEIs and organisations within the Norfolk & Waveney area may use alternative titles such as TNA (Trainee Nursing Associate), ANA (Apprentice Nursing Associate) and NAA (Nursing Associate Apprentice)

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Should you have any further questions regarding the SNA Programme in Norfolk and Waveney please contact the Norfolk and Waveney Clinical Educators via the below details, or your organisation's apprenticeship lead:

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Section 1: Introduction to the Role

<p><i>What is a Nursing Associate?</i></p>	<p>A Nursing Associate is a registered professional who delivers effective, safe and responsible nursing care in and across a wide range of health and care settings.</p> <p>Nursing Associates work independently, and with others, under the leadership and direction of a Registered Nurse within defined parameters, to deliver care in line with an agreed plan. Nursing Associates will have a breadth of knowledge and a flexible, portable skills set to serve local health populations, in a range of settings covering pre-life to end of life. The Nursing Associate Apprentice must meet the NMC 'Standards of proficiency for nursing associates', prior to taking their End Point Assessment.</p> <p>Working within the sphere of nursing the Nursing Associate delivers high quality person-centred care across health and social care settings. The Nursing Associate works within all aspects of the nursing process, taking account of the perspectives and pathways of individuals, their families and/or carers, providing holistic and person-centred care to individuals, supporting the Registered Nurse in the assessment, planning, delivery and evaluation of care.</p> <p>See NMC Standards of Proficiency (2018) https://www.nmc.org.uk/globalassets/sitedocuments/standards/2024/standards-of-proficiency-for-nursing-associates.pdf</p>
<p><i>Why has this role been introduced?</i></p>	<p>The Independent Shape of Caring Review (HEE 2015) recommended the introduction of a new support role. Health Education England sees the Nursing Associate role as a positive workforce development within the nursing profession, building capacity and capability.</p> <p>The role delivers a high proportion of fundamental care within a national scope of practice, with all Nursing Associates being educated against a standardised national curriculum. The role supports the shift towards new and local models of care. It aims to strengthen the support available to the registered workforce and provide an access route to nursing and a career ladder for the support worker.</p> <p>The Nursing Associate is able to deliver care in a range of settings in primary, secondary, community and social care, to work across a range of population groups and conditions to a defined level of competence.</p>
<p><i>Will the Nursing Associate be a regulated role?</i></p>	<p>In July 2018 the Nursing and Midwifery Council (NMC) approved the Government's request to regulate the role. The first Nursing Associates were regulated in February 2019.</p>

<i>Will Nursing Associates be expected to pay a yearly NMC retention fee and undertake Revalidation?</i>	<p>Nursing Associates are expected to undertake revalidation every 3 years and pay a yearly retention fee the same as Registered Nurses and Midwives.</p> <p>The fee is the same for all on the register.</p>																				
<i>What banding will the Nursing Associate be?</i>	<p>Qualified Nursing Associates are paid on Agenda for Change Band 4 or equivalent.</p> <p>Student Nursing Associates are paid on Agenda for Change Band 3 or equivalent.</p>																				
<i>What uniform will the Student Nursing Associate wear?</i>	<p>In organisations within the Norfolk and Waveney Integrated Care System (ICS) where employees wear a specific uniform for work, their apprentices will wear the SNA uniform – this is currently a white tunic with yellow piping and blue trousers or a white dress with yellow piping and a yellow belt. Black shoes. This is due to change to be in line with the standard national uniform.</p> <p>In organisations that do not wear a uniform, they will only be required to wear the SNA uniform when on placements outside of their organisation where it is essential to the role.</p>																				
<i>What is the difference between Assistant Practitioner training and Nursing Associate training?</i>	<p>Assistant Practitioner training is very specific to one speciality, and learning/development mainly takes place in one clinical area only. The role also spans professional boundaries. The Assistant Practitioner role is not governed by a Professional Body, such as the Nursing and Midwifery Council (NMC).</p> <p>Nursing Associates are specifically educated with the knowledge and skills of nursing to supplement the role of the Registered Nurse and support the nursing leadership in the delivery of high-quality patient-centred care. The Nursing Associate role is governed by the NMC and should be registered with the NMC.</p> <table border="1"> <thead> <tr> <th>NA role</th><th>AP role</th></tr> </thead> <tbody> <tr> <td>Nursing</td><td><u>Multiprofessional</u></td></tr> <tr> <td>Generic across nursing fields</td><td>Can be specific/specialist</td></tr> <tr> <td>24 months training & education programme</td><td>24 months training & education programme</td></tr> <tr> <td>Educational Level 5</td><td>Educational Level 5</td></tr> <tr> <td>Skills transferable to other nursing settings</td><td>Skills may be specific to a role</td></tr> <tr> <td>Registered by NMC</td><td>Not registered by NMC</td></tr> <tr> <td>AFC Band 4</td><td>AFC Band 4</td></tr> <tr> <td>Training includes administration of medicines</td><td>Training does not usually include administration of medications. Extra training is often available for medications within organisations protocols</td></tr> <tr> <td>Can progress on NMC Nursing Degree Apprenticeship or alternative 'top up' to Registered Nurse</td><td>Can progress on NMC Nursing Degree Apprenticeship or alternative 'Top up' to Registered Nurse, but likely to require more accreditation of prior learning, or take longer to 'top up'</td></tr> </tbody> </table>	NA role	AP role	Nursing	<u>Multiprofessional</u>	Generic across nursing fields	Can be specific/specialist	24 months training & education programme	24 months training & education programme	Educational Level 5	Educational Level 5	Skills transferable to other nursing settings	Skills may be specific to a role	Registered by NMC	Not registered by NMC	AFC Band 4	AFC Band 4	Training includes administration of medicines	Training does not usually include administration of medications. Extra training is often available for medications within organisations protocols	Can progress on NMC Nursing Degree Apprenticeship or alternative 'top up' to Registered Nurse	Can progress on NMC Nursing Degree Apprenticeship or alternative 'Top up' to Registered Nurse, but likely to require more accreditation of prior learning, or take longer to 'top up'
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What is the difference between a Registered Nursing Associate and a Registered Nurse?

The Registered Nurse will undertake first assessments and plan and co-ordinate care for patients, as well as leading and managing teams. Nursing Associates will support Registered Nurses by providing, monitoring and contributing to patient care (NMC 2018).

Nursing Associate	Registered Nurse
<ol style="list-style-type: none"> 1. Be an accountable professional 2. Promoting health and preventing ill health 3. Provide and monitor care 4. Working in teams 5. Improving safety and quality of care 6. Contributing to integrated care 	<ol style="list-style-type: none"> 1. Be an accountable professional 2. Promoting health and preventing ill health 3. Assessing needs and planning care 4. Providing and evaluating care 5. Leading and managing nursing care and working in teams 6. Improving safety and quality of care 7. Coordinating care

Section 2: SNA Programme and Entry Qualifications

Who is the programme for?	The Student Nursing Associate programme is for Health Care Support Workers/Care Support Workers/Clinical Support Workers who are looking for new challenges and to further develop their career within a health or social care environment.
Can Assistant Practitioners apply to be Student Nursing Associates?	No, not at this stage, however we anticipate that a bridging programme may be developed for Assistant Practitioners to gain a Registered Nursing Associate Qualification in the future. Alternatively, for Assistant Practitioners there is also the opportunity to complete the 2-year Registered Nurse Apprenticeship top up. Please contact your Line Manager or Education/Apprenticeship Lead for further advice.
Can part time staff apply?	The programme requires the apprentice to work between 30-37.5 hours. This is due to the programme hours set by the NMC and the apprenticeship rules. The University of East Anglia require a minimum of 30 hours per week. There are online programmes available via UEA and O.U as well as programmes via ARU and UoS
Can staff with a BSc in a non-healthcare course apply?	The apprenticeship levy funding criteria stipulates that only new learning can be funded. Any previous qualifications will need to be assessed to ensure that there is no duplication of learning. The apprenticeship requires a minimum of Maths and English grade 4 or above (C or above) or Functional Skills level 2 Maths and English. You can enrol onto Functional Skills courses via local colleges. Contact your Education/Apprentice Lead for more information about Functional Skills courses.
What qualification will be achieved?	On successful completion of the programme, apprentices will achieve a Foundation Degree Level 5 Qualification as well as the Registered Nursing Associate Apprenticeship Qualification.
Which universities are delivering the programme within N&W?	<ul style="list-style-type: none"> • Anglia Ruskin University (ARU) • Open University (OU) • University of East Anglia (UEA) • University of Suffolk (UoS)
What are the entry qualifications?	<p>The minimum entry requirements are:</p> <ul style="list-style-type: none"> • GCSEs Grade C or above in Maths and English Language/ Grade 4-9 in Maths and English Language OR Functional Skills Level 2 in Maths and English or equivalent (<u>not entry</u> level 2) • An ability to study at academic Level 5 (foundation degree level) with commitment to complete the Foundation Degree/Higher Apprenticeship (equivalent to first two years of BSc). • Experience of working in health and/or social care. • Employed in a full-time post (over 30 hours a week, check with each Uni)

	<ul style="list-style-type: none"> • Completion of the Care Certificate (mandated by some universities but not all is recommended to support preparedness for study). • Reference from Line Manager demonstrating the necessary values, attitudes and behaviours in line with The Code (NMC 2015, updated 2018) https://www.nmc.org.uk/globalassets/sitedocuments/nmc-publications/nmc-code.pdf <p>Candidates will require a DBS certificate or obtain a new DBS dependent on HEI requirements. This needs to be an enhanced and all lists DBS.</p> <p>Candidates will also need Occupational health check / inoculations may be required.</p>
<i>Can applicants apply if their maths and English language qualifications were achieved more than 5 years ago?</i>	The applicant should present physical evidence of the maths and English qualifications, the age of the qualification does not matter.
<i>What if the applicant has lost their GCSE/functional skills certificates?</i>	<p>Replacement certificates can be requested from the examining body; however, this does take time and there is a cost for this.</p> <p>Applicants <u>MUST</u> have their certificates prior to academic interview.</p>
<i>What is the application process?</i>	<p>Once the programme is advertised, applicants will be required to complete an initial Expression of Interest form (Eoi). Initial employer shortlisting will be based on the Eoi, and shortlisted candidates may then be asked to formally apply to the university of choice.</p> <p>Applicants will be required to complete a University Apprenticeship Application/Registration Form, following which there may be further shortlisting by the University. Applicants may also be required to complete a Skills Based Assessment (English and Maths) and will have a face to face or virtual interview with the relevant University and employer.</p> <p>References will be requested from the Line Manager and applicants may be required to submit a formal application via TRAC depending on the organisation's recruitment process.</p> <p>The UEA, The University of Suffolk, Open University and Anglia Ruskin interviews are offered twice per year.</p>
<i>Will the apprentice be required to pay for the academic programme?</i>	<p>No, the cost of the academic programme is paid for by the employer directly to the University using Apprenticeship Levy funds.</p> <p>If you are a non-levy paying employer, the employer can share the cost of training and assessing your apprentices with government - this is called 'co-investment' or they can utilise a Levy Transfer from a Levy-paying organisation.</p> <p>Employers that opt to Co-Invest will pay 5% towards the cost of apprenticeship training. This payment is set up directly with the</p>

	<p>university. The government will pay the remaining 95% (up to the <u>funding band maximum</u>).</p> <p>Non-levy paying employers can receive a transfer of levy funds from a levy paying organisation. To gain support with this process, please contact:</p> <ul style="list-style-type: none"> Phil Tilney (info@norfolkandsuffolkcaresupport.co.uk) for Social Care or: Rhi Edwards (rhiannon.edwards@nhs.net) for Primary Care. <p>The Open University has been awarded funding from the Education and Skills Funding Agency to support non-levy paying organisations – contact http://www.open.ac.uk/business/apprenticeships OU for more information.</p> <p>Please note that apprentices are unable to access any student loan or maintenance grants. Some universities do offer a Hardship Loan for those who need temporary funds to support with accessing study resources or community during their apprenticeship programme. As this is a loan, it is required to be paid back to the university.</p>
<i>What is the structure of the academic programme?</i>	<p><u>UEA</u></p> <p>September (37 hrs p/week blended programme delivery) & February (30 & 27.5hrs p/week online programme delivery) intakes</p> <p>2-year Foundation Degree, Level 5</p> <p>Year 1 6 x 20 credit modules, 3 terms</p> <p>Year 2 6 x 20 credit modules, 3 terms</p> <p>Clinical skills study days over one week per year</p> <p><u>OU</u></p> <p>October and February (30hr p/week online programme delivery) intakes</p> <p>2 years, continuous flexible online distance learning and practice placement hours.</p> <p>Stage 1 (year 1) 2 x 60 credit modules</p> <p>Stage 2 (year 2) 2 x 60 credit modules</p> <p><u>ARU</u></p> <p>March and September (30hr p/week blended programme delivery) intakes</p> <p>Please see Module details - ARU</p> <p><u>UoS</u></p> <p>February and September (37 hrs p/week blended programme delivery) intake</p> <p>Please see https://www.uos.ac.uk/study/fda-health-wellbeing-apprenticeship/</p>

<i>How long is the programme?</i>	The Foundation Degree Apprenticeship is approximately 22-24 months in length, but this may be extended if there are any referrals on assignments or placements, or absences for any reason.
<i>How will the programme be delivered?</i>	<p>The Nursing Associate Programme combines and integrates both academic and work-based learning.</p> <p>A Student Nursing Associate will be based, as an employee, in a particular organisation, in a specific setting, but will complete external placements to gain a wide appreciation of many health and care contexts and the achievement of the NMC's Standards of Proficiency.</p>
<i>How will the programme be assessed?</i>	<p>Throughout the programme the apprentice will be assessed both in the University and in clinical practice using the following methods:</p> <ul style="list-style-type: none"> • Essays • Exams • Presentations • Case studies • Interactive computer marked assignments • Reflective accounts • Activity logs • Reports • OSCEs (Objective Structured Clinical Exam) • Practice assessments and competencies/proficiencies (Practice Assessment Document PAD England)

Section 3: Working Hours and Arrangements

<i>What shifts will the SNA be required to work in their own workplace?</i>	<p>The SNA will be rostered as a member of the team within their own work placement area, undertaking shifts as rostered.</p> <p>Shifts may include 12 hours shifts, night duty, Bank Holidays and weekends. However, managers will need to consider when the SNA is at College/University so as not to allocate a night duty before or on the day of study.</p> <p>Managers also need to ensure that the SNA is allocated time with their workplace practice supervisor or associate - <i>see next section on protected learning time for further detail.</i></p>
<i>What shifts will the SNA be required to work in their external placements?</i>	<p>During their external placements, SNAs will be supernumerary and must be allocated onto Health Roster or the equivalent as such.</p> <p>The SNA will be required to work the clinical shifts allocated as part of the external placements off duty. This will require the SNA to be flexible both in the days and times allocated as well as any travelling requirements as part of the placement.</p> <p>SNAs may be required to attend study days during their external placements.</p>
<i>Will the SNA be funded for additional travel expenses?</i>	<p>There is no allocated additional funding for travel expenses as part of the Apprenticeship Levy.</p> <p>Individual organisations may be able to offer some assistance from other funding streams.</p>
<i>Will the SNA need to sign a new contract for the TNA role?</i>	<p>An apprenticeship contract will be offered by employers to cover the time the SNA is working within this role.</p> <p>This will provide cover under the organisation's vicarious liability arrangements whilst developing in the role and expanding their scope of practice.</p>
<i>Will the SNA be able to work bank shifts?</i>	<p>SNAs can work bank shifts however these should be following individual workplace policy and guidance on secondary employment.</p> <p>Bank shifts should not be conducted as an SNA but can be booked within roles the individual is competent, i.e. HCA, Phlebotomist, and other non-registered roles.</p>
<i>When will SNAs be able to take annual leave?</i>	<p>SNAs must agree their leave with their Line Manager, as per internal leave policies.</p> <p>It is expected that SNAs will not take annual leave during any external placement allocation as the placement hours allocated are essential to the NMC Programme criteria.</p> <p>Any placement time missed due to annual leave, sickness or special leave will need to be made up and evidenced. It is expected that academic days are completed – or missed learning logs undertaken.</p>

Section 4: Placements and Supervision

<p><i>How many hours of theory and practice do SNA's need to complete?</i></p>	<p>SNAs need to undertake set number of employment, practice learning and supernumerary hours in line with NMC guidance and HEI course profiles.</p> <p>Each university will provide a programme timetable for both SNA and employer to utilise throughout the programme to outline hours required each week.</p>
<p><i>What is 20% off the job training?</i></p>	<p>Off-the-job training is defined as learning undertaken out with of the normal day-to-day working environment and leads towards the achievement of an apprenticeship. This can include training that is delivered at the apprentice's normal place of work but must not be delivered as part of their normal working duties.</p> <p>The off-the-job training must be directly relevant to the apprenticeship framework or standard and could include the following.</p> <ul style="list-style-type: none"> • The teaching of theory (for example: lectures, role playing, simulation exercises, online learning or manufacturer training); • Practical training: shadowing, mentoring, industry visits and attendance at competitions; • Placements outside usual workplace; • Learning support and time spent writing assessments/assignments. <p>www.gov.uk/government/publications/apprenticeships-off-the-job-training</p>
<p><i>What placements will the SNA undertake?</i></p>	<p>Under the NMC requirements SNAs are expected to complete a minimum of 460 hours of external placements, experiencing care across the life span and all four fields of nursing (adult, paediatrics, learning disabilities and mental health).</p> <p>Each university may vary in external placement hours.</p> <p>The placements will be assigned to the SNA as part of the placement mapping model via the placement co-ordinator as it is imperative that the SNA meets all the placement/learning requirements prior to the end of the programme. There will of course be opportunity to discuss and negotiate these during the progress review meetings.</p> <p>https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-practice-environment-supporting-information.pdf</p>
<p><i>What is protected learning time?</i></p>	<p>Protected learning time is defined as time in a health or care setting during which apprentices are learning and are supported to learn.</p> <p>Apprentices must be supervised during protected learning time. The level of supervision required is a matter of professional judgment and</p>

	<p>will depend on the competence and confidence of the apprentice, and the risks associated with the intervention being delivered.</p> <p>Protected learning time must meet apprenticeship requirements, this is calculated through the programme.</p> <p><i>See NMC document below.</i></p> <p>https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-protected-learning-time-supporting-information.pdf</p>
Is the SNA supernumerary in their placement time?	<p>Yes – during their external placement, the SNA is supernumerary in practice, and this is allocated on Health roster or equivalent.</p> <p>It will also need to be documented on electronic time sheets.</p>
What is the process for skills development during clinical practice?	<p>Achievement of skill development can take place both in the SNA's home placement and in supernumerary placements, as well as during shorter practice learning experiences (spokes).</p> <p>SNAs should be engaged in learning skills in a controlled and supported way, progressing through the stages of skills acquisition, e.g. from novice to expert.</p> <p>SNAs need the opportunity to gain sufficient experience under appropriate supervision for any skill to be performed safely and effectively. Which skills are developed will depend on the opportunities presented within the placement area and the learning needs of the individual SNA. However, it is imperative that the SNA receives the required theory/evidence to underpin the skill prior to undertaking supervised practice.</p> <p>Throughout the programme, SNAs will either attend specific clinical skills days delivered by the university or by the host organisation. Following attendance at these days, SNAs will possess the required theory to undertake supervised practice in that skill.</p> <p>Prior to completing the programme, SNAs will need to provide evidence of achieving the Standards of Proficiency for Nursing Associates (NMC 2018)</p> <p>https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/nursing-associates-proficiency-standards.pdf</p> <p>The Practice Assessment Document (PAD/NAPAD) will provide additional guidance on learning outcomes to be achieved.</p>
When can the SNAs skills be 'signed off'?	<p>The judgment as to whether a skill has been achieved is based on the SNA demonstrating applied knowledge, skills, attitudes and behaviours in the practice setting, demonstrating safe, compassionate and dignified nursing practice.</p> <p>Proficiencies and skills will be 'signed off' by a competent registered practitioner when assessed as competent in line with academic and regulatory body guidance.</p>

	N.B. Sign off for some skills such as venepuncture and medicines management skills will not normally take place in year 1. They will normally be signed off for the skills and learning outcomes associated with venepuncture and medicines management following formal theory and any simulation sessions in year 2.																		
What support roles are available to the SNA?	<p>There is a range of staff and support mechanisms in place for the SNA, Practice Supervisor, Assessor and Manager; some examples are below:</p> <table border="1"> <thead> <tr> <th>Roles to support the SNA</th><th>Organisation and academic support processes</th></tr> </thead> <tbody> <tr> <td>Line Manager</td><td>Learning/action planning/Progress review meetings with HEI and SNA</td></tr> <tr> <td>Practice Supervisor</td><td>Meetings with practice placement supervisor</td></tr> <tr> <td>Practice Assessor</td><td>Workplace meetings with UEA Apprentice Advisor/OU Practice Tutor and practice supervisor/assessor</td></tr> <tr> <td>Facilitator/Clinical Education Leads</td><td>Organisation specific</td></tr> <tr> <td>ICS Clinical Educators</td><td>Support SNA's across the N&W partnership liaising with employers and HEI's</td></tr> <tr> <td>Apprentice Advisors/Module Leaders (UEA/ARU)</td><td>Tutorials with Clinical Educator – Higher Apprenticeships (Organisation specific)</td></tr> <tr> <td>Practice Tutor (PT) (Academic assessor)/Module Tutor and Practice Tutor (OU)</td><td>A PT (AA) review meetings. Academic support via module tutor and OU student support team.</td></tr> <tr> <td>Talent for Care Lead</td><td>Organisational Apprentice support</td></tr> </tbody> </table>	Roles to support the SNA	Organisation and academic support processes	Line Manager	Learning/action planning/Progress review meetings with HEI and SNA	Practice Supervisor	Meetings with practice placement supervisor	Practice Assessor	Workplace meetings with UEA Apprentice Advisor/OU Practice Tutor and practice supervisor/assessor	Facilitator/Clinical Education Leads	Organisation specific	ICS Clinical Educators	Support SNA's across the N&W partnership liaising with employers and HEI's	Apprentice Advisors/Module Leaders (UEA/ARU)	Tutorials with Clinical Educator – Higher Apprenticeships (Organisation specific)	Practice Tutor (PT) (Academic assessor)/Module Tutor and Practice Tutor (OU)	A PT (AA) review meetings. Academic support via module tutor and OU student support team.	Talent for Care Lead	Organisational Apprentice support
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What is the role of the Practice Supervisor?	<p>There will be two Practice Supervisor roles supporting the SNA.</p> <p>A named “Workplace Supervisor” (a health or social care registrant) who will support the SNA for the whole of the two-year programme. They will have responsibility for your practice learning.</p> <p>The Workplace Supervisor ensures the learning they provide, organise or delegate is tailored to enable the SNA to meet their learning outcomes and learn ‘independently’ where appropriate (NMC July 2018) https://www.nmc.org.uk/globalassets/sitedocuments/education-standards/student-supervision-assessment.pdf</p> <p>A “Placement Supervisor” allocated in each of the 3 external placements. They will undertake 3 interviews with the SNA, at the beginning of their placement, mid placement and at the end. A final interview will include an achieved/not achieved review of professional attitudes, values and behaviours and feedback from patients/service users. This will all be documented in the SNA's Practice Assessment Document (PAD) – paper based for OU, electronic for UEA.</p>																		
What is the role of the Practice Assessor?	A Practice Assessor is a Registered Nurse with an appropriate NMC Mentor or appropriate Practice Assessor Qualification																		

	<p>The Practice Assessor assesses the SNA's achievement of learning outcomes at the end of each year of the programme as well as observing the SNA in practice periodically. This will include direct observation of an episodes of care, and medicines management assessments in years 1 and 2 of the programme.</p> <p>They will liaise with the university's Academic Assessor (OU Practice Tutor) to make recommendations for progression to the next stage (year 1 to 2) and final achievement.</p>
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Section 5: Progression

<p><i>What happens if the SNA steps off the programme?</i></p>	<p>If the SNA needs to step off the programme for any reason and they are a seconded internal apprentice, they will return to their substantive post. If an external apprentice on a fixed term contract, their employment with the organisation will end unless a suitable alternative appointment can be offered.</p> <p>There may be opportunities to step back onto the programme at a later date depending on the reasons for leaving.</p> <p>Other options may also be considered by the university/college such as breaks in study and extensions – there are policies that provide guidance on these processes.</p>
<p><i>Once qualified, will the SNA automatically be transferred into a band 4 Nursing Associate post?</i></p>	<p>This will be decided by each individual organisation however it is expected that there will be posts available on completion of the programme.</p> <p>You can contact Education/Apprentice Leads or the Clinical Education team for support with roles post-qualification.</p>
<p><i>Can the Registered Nursing Associate Qualification be used to access pre-registration training?</i></p>	<p>Nursing Associates will still need to apply via the Nursing Degree values-based recruitment and selection procedures as per other applicants.</p> <p>However, the Foundation Degree achieved as part of the programme can be used as Accreditation of Prior Learning (APL) towards the Registered Nursing Degree Apprenticeship, or towards the full time BSc (Hons) Nursing Degree, as appropriate.</p> <p>If successful at interview for either degree programme there is an APL process which would need to be completed including the presentation of evidence to the Universities' APL Board for consideration.</p>

Section 6: Education/Apprenticeship Leads

SNA Lead	Organisation	Email
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Our partnership continues to grow and as such the above will be updated regularly.

